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DDI-1633-75

18 June 1975

MEMORANDUM FOR: Deputy Director for Intelligence

SUBJECT : Affirmative Action Plan
Objective 2, Item 4 -- Minority
Visitation to the Agency to
Stimulate Recruitment

1. As you will recall, the Affirmative Action Plan specifies in Objective 2, Item 4, that "To stimulate recruitment of black employees primarily at the entry level, [the Agency will] invite representatives of black colleges to visit headquarters for specialized briefings on job opportunities." You were named as the Agency official responsible to carry out this task, in coordination with the other deputies. As you will recall, you asked me to organize this activity, and we agreed to move forward against an October target date. We also agreed to invite guests from state supported universities with large minority enrollments and strong graduate programs.

2. At about the same time that the AAP was being written and approved, the Office of Personnel hired a contract employee, STAT [redacted] STAT to analyze the minority recruitment problems of the Agency. He wrote a proposal called a "Pilot Program to Establish Positive Relationships with the Black Community." It was submitted to the DDA in early 1975, and appears to be a comprehensive plan to accomplish the same goal as Objective 2 of the AAP. It was reviewed by the DDA on 14 February 1974, with this comment: "I am impressed with the concept and the detailed thought that is demonstrated. Our current situation, however, presents difficulties in trying to implement it at this time. Let's temporarily defer, but keep in forefront for when time is right."

3. I am told that the "current situation" referred to above was the various investigations of the Agency and the negative publicity resulting therefrom. I understand that there was concern that the Agency might appear to be running a public relations program while its activities were so much under scrutiny.

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4. Obviously, this kind of concern must still exist. Certainly the "current situation" has not changed from February, except to our disadvantage. If I am to organize for an October session, I will need to work intensively this summer, but I think someone (the Management Committee?) should at least think about this matter before I begin to get people interested in coming here. Any guests we would invite would have to be given rather open briefings, and top management would have to be prepared to field some rough questions that we cannot now even anticipate. If we could not be extremely forthcoming, we run a great risk of making a bad impression on the guests. Furthermore, we cannot afford to overlook the impact that such a session might have on the Congress when the Agency's intent was misinterpreted by the press, as it surely would be.

5. On 12 May I told you that Tom Holmes would bring this question before the Management Committee when he presented his semiannual EEO report. He informed me today that he sees little prospect that his report will be reviewed before he leaves, and that there is no sign that a new EEO officer will be appointed soon. I therefore feel obliged to seek guidance in this matter from you. Does top management wish to implement this particular portion of the AAP?

STAT

[redacted]

Coordinator for Academic Relations

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Remarks:

At the 24 June 1975 Management Committee Meeting, the Director decided to go ahead with the program described in paragraph 1 of your memorandum (attached). All the other DDs were present at the meeting.

[redacted]

Ed Proctor

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FROM: NAME, ADDRESS AND PHONE NO.	DATE
Deputy Director for Intelligence	25 June

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